

PRESS RELEASE
FOR IMMEDIATE RELEASE

**BIO-K+ INTERNATIONAL BECOMES THE FIRST LIFE SCIENCES
ORGANIZATION TO BE CERTIFIED AS
A REMARKABLE EMPLOYER – ETHNOCULTURAL DIVERSITY**

BROMONT (Québec), September 24, – Anie Perrault, BIOQuébec’s Executive Manager, is proud to announce that Bio-K+ International has obtained the *Remarkable Employer – Ethnocultural Diversity* certification. While three businesses in other sectors have earned this title, this is the first life sciences industry organization to receive certification from the Bureau de normalisation du Québec (BNQ).

“The Bureau de normalisation du Québec is pleased that the life sciences industry is now represented within the certified organizations,” declares Jean Rousseau, Senior Director of the BNQ. *“During the process leading up to certification, Bio-K+ measured its employees’ sense of belonging and their degree of satisfaction regarding 77 practices, eight of which were specifically associated with ethnocultural issues.”*

“Just as BIOQuébec began promoting the Remarkable Employer certification, Bio-K+ had been assessing its human resources and its best practices in this area,” states Isabèle Chevalier, one of the biotechnology company’s Co-Presidents.

Adds François-Pierre Chevalier, also Bio-K+’s Co-President: *“This evaluation gave us a clear picture of the current situation and allowed us to prioritize the steps to take in the future to retain personnel, while also standing out to potential employees. We are very proud to have obtained the Remarkable Employer designation. It is proof positive that our employees are committed and have the company’s best interest at heart.”*

When this certification was created in 2009, the information technology (IT) sector was most affected by the issue of employee satisfaction: the shortage of workers meant that the best candidates were being pursued by all the companies. However, the effects of an aging population are now being felt in other industries, such as life sciences, where the level of employees’ qualifications is especially high.

“BIOQuébec identified the workforce as a major issue for its members,” says Anie Perrault, Executive Manager of the association. *“Our partnership with Groupe Ambition, which was the impetus for this certification, provides access to a detailed portrayal from an independent source and allows organizations with recognized best practices in human resources to be supported. Congratulations to Bio-K+ who, I hope, will inspire other biotechnology and life sciences organization to apply for this certification.”*

Remarkable Employer

Remarkable Employer and *Remarkable Employer – Ethnocultural Diversity* are two distinct designations for which employees' opinions on the management of internal affairs are measured. A company interested in getting an accurate analysis of its practices can request that workers complete a survey; the company can then ask to be certified by the Bureau de normalisation du Québec, as long as it meets the requirements of the BNQ's 9825-900/2014 certification program.

Bureau de normalisation du Québec

Created over 50 years ago, the Bureau de normalisation du Québec (BNQ) provides information on standards while also being the province's central standardization and certification organization. Through its normative innovation, the BNQ supports business, industrial, social, and regulatory sectors. It represents Québec at the Standards Council of Canada.

BIO-K+ International

Founded in 1994, Bio-K+ International Inc. is a family-run biotech company based in Laval, Québec's scientific and technology city. With now more than 100 employees, Bio-K+ International Inc. specializes in the research, manufacturing, distribution and marketing of probiotic Bio-K+ ^{MD} products. Over the course of 20 years, the company grew from fewer than 10 employees to over 120, and went from marketing to health food stores in Québec to expanding internationally. The goal, by continually focusing on research, quality, and effectiveness, has been to offer a product that makes a difference in peoples' quality of life. For more information, go to www.biokplus.com

BIOQuébec: A Dynamic Network

BIOQuébec, the province's bio-industries and life sciences network, is committed to supporting the growth of Québec's biotechnology and life sciences industry, which creates wealth and specialized jobs, is focused on innovation and marketing, and is dedicated to improving everyone's health and quality of life. For more information, go to www.bioquebec.com

Information

Catherine Lamontagne

Coordinator, Communications and Public Affairs, BIOQuébec

clamontagne@bioquebec.com | T. 514-360-4565 | C. 450-578-0878

1460, boulevard de l'Innovation, bureau 205, Bromont (Québec) J2L 0J8